

**COMPENSATION FOR DIRECTORS**

As of December 31, 2016

GOCC Class per EO 24:

Class C

Per Diem for Board Meetings:

Chairman - P18,000 per meeting

Member - P15,000 per meeting

Per Diem for Committee Meetings:

Chairman - P10,800 per meeting

Member - P9,000 per meeting

| <i><b>NAME OF DIRECTOR</b></i> | <i><b>Regular Meetings Attended</b></i> | <i><b>Total BOD Per Diems</b></i> | <i><b>Committee Membership</b></i>                                                | <i><b>Committee Meetings Attended</b></i> | <i><b>Total Committee Per Diems</b></i> | <i><b>TOTAL</b></i> |
|--------------------------------|-----------------------------------------|-----------------------------------|-----------------------------------------------------------------------------------|-------------------------------------------|-----------------------------------------|---------------------|
| 1. AGRA, ALBERTO C.            | 5                                       | 90,000.00                         |                                                                                   |                                           |                                         |                     |
| 2. RUBIATO, JANILO E.          | 5                                       | 75,000.00                         |                                                                                   |                                           |                                         |                     |
| 3. SEVILLA, ULYSSES            | 2                                       | 30,000.00                         |                                                                                   |                                           |                                         |                     |
| 4. AMBION, Virgilio T.         | 29                                      | 435,000.00                        | Construction & Building Projects, Governance, Nomination and Remunerations        | 18                                        | 162,000.00                              | 597,000.00          |
| 5. DE JESUS, Edilberto C.      | 30                                      | 450,000.00                        | Governance, Reclamation Projects, Risk Management and Building Projects           | 13                                        | 117,000.00                              | 567,000.00          |
| 6. ROBLES, Reynaldo B.         | 29                                      | 435,000.00                        | Reclamation Projects, Executive Risk Management, Business Development & Marketing | 4                                         | 36,000.00                               | 471,000.00          |
| 7. SILOS, Rene Enrique M.      | 29                                      | 435,000.00                        | Risk Management, Reclamation Projects, Audit, Business Development and Marketing  | 9                                         | 81,000.00                               | 516,000.00          |
| <b>TOTAL</b>                   |                                         | <b>1,755,000.00</b>               |                                                                                   |                                           | <b>396,000.00</b>                       | <b>2,151,000.00</b> |

Prepared by:

*- Original Signed -***NOEL F. CASIN**

Manager

Human Resource Management Division

Certified Correct:

*- Original Signed -***ROLANDO V. MAJADAS**

Officer In Charge

Administrative Services Department

Approved by:

*- Original Signed -***CRISTINA A. MORTEL**

Assistant General Manager

Legal and Administrative Services Department

COMPENSATION OF OFFICER AS OF 31 DECEMBER 2016

| Position/Title                          | Job Grade/Job Level | Annual Basic Salary |            | Annual Benefits, Bonuses & Incentives |            | TFC (Basic Salary + Benefits) |              | PBI/PBB for CY-2015 |            | No. Of officers |
|-----------------------------------------|---------------------|---------------------|------------|---------------------------------------|------------|-------------------------------|--------------|---------------------|------------|-----------------|
|                                         |                     | Min.                | Max.       | Min.                                  | Max.       | Min.                          | Max.         | Min.                | Max.       |                 |
| General Manager                         | 30                  | 957,780.00          | 957,780.00 | 181,473.35                            | 181,473.35 | 1,139,253.35                  | 1,139,253.35 |                     |            | 1               |
| Assistant General Manager               | 28                  | 812,208.00          | 857,868.00 | 215,740.00                            | 282,211.50 | 1,027,948.00                  | 1,140,079.50 | 58,028.00           | 107,233.50 | 5               |
| Department Manager A                    | 26                  | 696,336.00          | 751,752.00 | 207,998.00                            | 293,126.00 | 904,334.00                    | 1,044,878.00 | 58,028.00           | 145,070.00 | 11              |
| Special Assistant to the Corporate Head | 27                  | 760,320.00          | 760,320.00 | 312,288.00                            | 312,288.00 | 1,072,608.00                  | 1,072,608.00 | 158,400.00          | 158,400.00 | 1               |

| Name of Benefit                            | Position                                | Amount per Officer         | Coverage | Legal Basis                             |
|--------------------------------------------|-----------------------------------------|----------------------------|----------|-----------------------------------------|
| Representation Allowance (RA)              | General Manager                         | 11,000.00                  | Monthly  | NBC 548 s 2013                          |
| Transportation Allowance (TA)              |                                         | 11,000.00                  | Monthly  | NBC 548 s 2013                          |
| Representation Allowance (RA)              | Assistant General Manager               | 10,000.00                  | Monthly  | NBC 548 s 2013                          |
| Transportation Allowance (TA)              |                                         | 10,000.00                  | Monthly  | NBC 548 s 2013                          |
| Representation Allowance (RA)              | Special Assistant to the Corporate Head | 9,000.00                   | Monthly  | NBC 548 s 2013                          |
| Transportation Allowance (TA)              |                                         | 9,000.00                   | Monthly  | NBC 548 s 2013                          |
| Representation Allowance (RA)              | Department Manager A                    | 8,500.00                   | Monthly  | NBC 548 s 2013                          |
| Transportation Allowance (TA)              |                                         | 8,500.00                   | Monthly  | NBC 548 s 2013                          |
| Personnel Economic Relief Allowance (PERA) |                                         | 2,000.00                   | Monthly  | Budget Circular No. 2009-3              |
| * Rice Allowance                           |                                         | 1,250.00                   | Monthly  | EO 654 / LOI No. 97                     |
| * Food Subsidy/Meal Allowance              | P25/day                                 | 550.00                     | Monthly  | EO 654 / LOI No. 97 / CCC No. 10 s 1989 |
| * Child Allowance                          | P30/child                               |                            | Monthly  | EO 654 / LOI No. 97                     |
| Birthday Allowance                         |                                         | 1,000.00                   | Annual   | PEA PRAISE                              |
| Clothing/Uniform Allowance                 |                                         | 5,000.00                   | Annual   | DBM Budget Circular No. 2012-1          |
| * Medical Benefit                          |                                         | 2,500.00                   | Annual   | EO 654 / LOI No. 97                     |
| Mid-Year Bonus and Year-End Bonus          |                                         | One (1) month Basic Salary | Annual   | CPCS Implementing Circular No. 2016-1   |
| Cash Gift                                  |                                         | 5,000.00                   | Annual   | DBM Budget Circular No. 2010-1          |
| Performance Enhancement Incentive (PEI)    |                                         | One (1) month Basic Salary | Annual   | EO No. 181 series 2015                  |
| Performance Based Bonus (PBB)              |                                         |                            | Annual   | GCG MC No. 2014-05                      |

\* Incumbent employees

Prepared by:

- Original Signed -  
**NOEL F. CASIN**  
 Manager  
 Human Resource Management Division

Certified Correct

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**ROLANDO V. MAJADAS**  
 Officer In Charge  
 Administrative Services Department

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**CRISTINA A. MORTEL**  
 Assistant General Manager  
 Legal and Administrative Services Department